

PERSON SPECIFICATION

Job Title: Teacher

Salary: MPS/UPS + SEN Allowance

Method of Assessment (M.O.A)

A.F = Application Form, I = Interview, T = Test of Exercise P= Presentation

CRITERIA	<u>ESSENTIAL</u>	M.O.A.
EXPERIENCE (Relevant work and other experience)	Experience teaching students who have SLD, MLD, and PMLD.	AF/I
	Additional qualification/ training / previous experience in special education.	AF/I
	Experience working with a multi professional team including speech and language therapists and physiotherapists.	AF/I
	Demonstrate good subject and curriculum knowledge.	AF/I
	Evidence of understanding the complexities of Safeguarding and what makes a school safe.	AF/I
SKILLS AND ABILITIES (E.g. Written communication skills, dealing with the public)	Able to use a range of augmented communication methods e.g. body signing, intensive interaction, makaton, communication aids, objects of reference.	AF/I
	Ability to work with individual students providing innovative and creative solutions to the challenges described.	AF/I
	Drive and enthusiasm to work with children and young people with special educational needs.	AF/I
	Clear communicator both verbally and in writing.	AF/I
	Familiar with a range of assessment methods as a basis for planning educational programmes.	AF/I
	Good ICT skills.	AF/I
	Positive attitude to development and able to contribute own ideas and solutions to issues.	AF/I
	Highly organised and able to manage own workload and meet deadlines.	AF/I
	Calm, and be able to deal with challenging situations as these arise.	AF/I
	Adaptable, flexible and creative in planning and delivery.	AF/I

	Sensitivity to the needs of student who have disabilities and the challenges encountered by their families. A commitment to working in partnership with parents and carers. Ability to teach lessons to groups of students with mixed ages and abilities.	AF/I AF/I I/T
TRAINING	Interest in own personal development and willingness to undertake relevant training. Able to adhere to guidelines and protocols generated to ensure consistency across school. A good understanding of current and innovative practice within Special Education nationally.	AF/I AF/I AF/I
EDUCATION/ QUALIFICATIONS NB Full regard must be paid to overseas qualifications	Good standard of education. Qualified teacher status. Further education experience.	AF/I AF/I AF/I
OTHER	Must be willing to participate in residential experiences, on occasion.	AF/I
SAFEGUARDING	Enhanced DBS is essential. <i>This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement of the role</i>	AF/I